

being charged to the City for credit card use. He also suggested holding off any project, including Sutter Gould, until the General Plan Amendment is completed.

Steve Nilssen thanked the City Council on behalf of the residents at Eilers Lane for allowing them to have a 4th of July block party and commended the Public Works staff for their efforts regarding the same.

Robert Anderson, representative for the Community Center for the Blind and Visually Impaired, invited the City Council and public to the Open House on August 20, 2008, to celebrate the opening of the new satellite office in Lodi.

Felix Huerta presented a document to be distributed to the City Council regarding a salary survey and benefits and expressed concern regarding the possibility of vacancies being filled at the Municipal Service Center.

G. Comments by the City Council Members on Non-Agenda Items

Council Member Johnson stated he passed along information to the City Attorney regarding assessing fines for property owners who fail to maintain their properties in foreclosure. Mr. Johnson stated he is disappointed in Mr. Huerta's comments, as he has been attending labor meetings as the Council representative to ensure the information is being communicated accurately, Mr. Gualco is reporting fairly and accurately, and he hopes that labor relations are not negotiated publicly.

Council Member Hitchcock reported on her participation in the National Night Out event and commended the Police Department for their efforts regarding the same.

Mayor Pro Tempore Hansen stated that People Assisting the Lodi Shelter is participating on August 16, 2008, in the National Homeless Pet Day and spay and neuter services will be offered at a discount. He also reported on his attendance at a luncheon with the Chinese Counsel General, the Northern California Power Agency Commission meeting at which the geyser project was discussed, and the San Joaquin Council of Governments meeting at which three items were approved providing additional funding for the City and a new committee for project delivery of transportation projects was formed.

Mayor Mounce commended staff for their efforts with the National Night Out event, reported on her meeting with property owners in the proposed greenbelt area, congratulated the American Federation of State, County, and Municipal Employees on a good barbecue, and stated Lodi was mentioned in a newspaper article from Idaho. She also passed along a citizen commendation for Officer Todd Patterson.

H. Comments by the City Manager on Non-Agenda Items

City Manager King stated he had no additional comments.

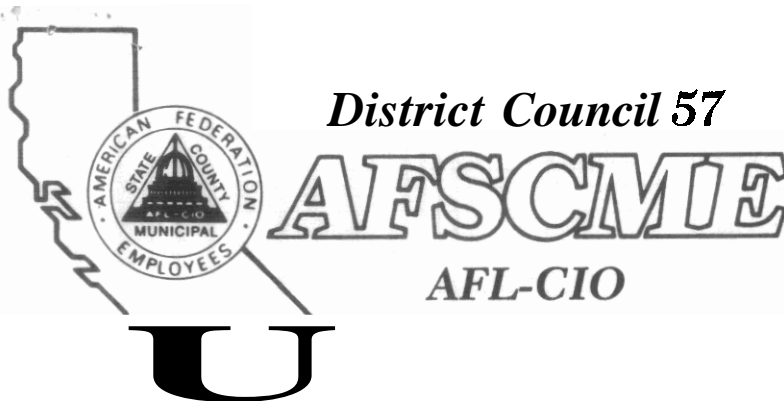
I. Public Hearings - None

J. Communications

J-1 Claims Filed Against the City of Lodi - None

J-2 Appointments

a) Appointment to the Greater Lodi Area Youth Commission (Student Appointee): Kasev Ota



Sent to Council on
8/7/08 (B)

Sacramento

555 Capitol Mall, Suite 1225
Sacramento, California 95814
(916) 441-0833
(800) 858-0442
(916) 441-0842 FAX
www.afscme57.org

August 6, 2008

Mayor Mounce and
Lodi City Council
City of Lodi
Carnegie Forum
305 West Pine Street, Lodi
Lodi, California

RE: Joint City of Lodi and AFSCME Salary Survey

Attached is the July 11, 2008 version of the joint City of Lodi and AFSCME Salary Survey. As agreed to under our current MOU, we have worked since April 2008 with Mr. Dean Gualco and other City Personnel to complete this portion of our agreement.

Because of a miscommunication with Mr. Gualco, HR Manager, this Survey was not presented to you in July. We wanted the City Council to have this information sooner rather than later because time is of the essence in our bargaining with the City of Lodi. It is our desire to come to a conclusion with the City as-soon-as-possible.

Mr. Gualco has indicated to us that he will be speaking to you in late August about the Salary Survey. Our interest in providing this information sooner is to hopefully allow you more time to review the survey when considering what wage and benefit proposals you will, ultimately, be offer the General Services and the Maintenance and Operations Units.

Sincerely,

Felix Mario Huerta Jr.
AFSCME Council 57
Local 146. AFL-CIO

Felix Huerta

From: Cristina Gonzales [cgonzales@lodi.gov]
Sent: Friday, July 11, 2008 1:26 PM
To: Dean Gualco; Felix Huerta
Cc: Mark Ruggiero; Linda Tremble (Lodi EUD); Sherry Moroz; Dale Taylor; Melinda Wilson; Jessire Barnett; Diana S. Gonzales; Chris Tallman (h); Gail Glissman; Sandra J Smith
Subject: RE: union-related meetings

Attached is the most current salary survey spreadsheet. Let me know if there is anything else help with.

Cristina Gonzales

Management Analyst I

City of Lodi Human Resources Division

209/333-6704

cgonzales@lodi.gov

The content of this e-mail is confidential. If you receive it in error, do not forward, notify me immediately, and delete it. Thank you.

**Salary Survey - ALCE
2008**

	Administrative Secretary	Assoc. Civil Engineer	Building Inspector II	Buyer	Chief WW Plant Operator	Community Improv. Off. II	CSR II	Eng. Tech. II	Facilities MW	Heavy Equip. Mechanic
Chico, City of	Admin. Asst.	Assoc. Civil Eng.	Combination Insp.	n/a	n/a	Code Enf. Off.	Account Clerk	Eng. Tech II	n/a	Equip. Mech. I
Monthly Salary (top step)	\$ 4,127.07	\$ 5,971.33	\$ 5,830.93			\$ 5,553.60	\$ 3,542.93	\$ 4,652.27		\$ 4,019.60
Clovis, City of	n/a	Assoc. Civil Eng.	Bldg. Insp.	n/a	n/a	Code Enf. Off.	CSR	Eng. Tech.	Asst.Bldg. Maint.	Equip. Mech.
Monthly Salary (top step)		\$ 7,997.00	\$ 5,330.00			\$ 5,330.00	\$ 3,476.00	\$ 4,348.00	\$ 4,780.00	\$ 4,858.00
Davis, City of	n/a	Assoc. Civil Eng.	Bldg. Insp. II	n/a	WW Treatment Pl. Lead	Code Compliance Off.	Financial Asst. II	Eng. Tech. II	Bldg. Maint. Wkr.	Equip. Mech. II
Monthly Salary (top step)		\$ 6,731.99	\$ 5,090.96		\$ 5,711.56	\$ 5,090.96	\$ 3,313.08	\$ 4,260.52	\$ 4,310.24	\$ 4,650.50
Fairfield, City of	Admin. Asst.	Assoc. Civil Eng.	Bldg. Insp.	n/a	Sr. Water Pl. Op.	Code Compl. Spec.	CSR	Eng. Tech. II	Bldg. Maint. Wkr.	Equip. Mech. II
Monthly Salary (top step)	\$ 5,143.00	\$ 7,826.00	\$ 6,423.00		\$ 6,917.00	\$ 4,776.00	\$ 3,062.00	\$ 5,539.00	\$ 4,221.00	\$ 5,404.00
Manteca, City of	Admin. Asst. III	Assoc. Civil Eng.	Bldg. Insp. II	n/a	Asst. WW Sys. Supt.	Code Enf. Off.	Acctg. Asst. I	Eng. Tech. II	Bldg. Maint. Tech.	Equip. Mech. II
Monthly Salary (top step)	\$ 4,520.88	\$ 7,480.77	\$ 5,382.35		\$ 8,044.38	\$ 5,351.46	\$ 3,825.76	\$ 4,879.28	\$ 4,519.74	\$ 4,625.09
Merced, City of	Secretary III	Assoc. Engineer	Bldg. Insp. II	Purchasing Sup.	n/a	Code Enf. Spec.	n/a	Eng. Tech. II	Bldg. Maint Wkr. II	Mechanic II
Monthly Salary (top step)	\$ 3,900.00	\$ 6,769.34	\$ 5,081.48	\$ 5,162.99		\$ 4,396.92		\$ 4,155.55	\$ 3,780.01	\$ 4,068.00
Modesto, City of	n/a	Assoc. Civil Eng.	Bldg. Insp. II	Buyer	Water Qual. Cont. Sup.	Code Enf. Off. II	CS Acct. Clerk II	Civil Eng. Tech. II	Bldg. Maint. Mech.	Heavy Equip. Mech.
Monthly Salary (top step)		\$ 7,860.49	\$ 5,542.55	\$ 4,916.94	\$ 7,299.26	\$ 4,021.00	\$ 3,299.93	\$ 4,438.00	\$ 4,020.71	\$ 4,549.01
Redding, City of	Exec. Asst. II	Assoc. Civil Eng.	Bldg. Insp.	Buyer	Sr. WW Plant Op.	n/a	CSR	Eng. Tech. II	n/a	Equip. Mech.
Monthly Salary (top step)	\$ 3,756.13	\$ 7,209.00	\$ 4,455.00	\$ 4,524.00	\$ 5,049.00		\$ 3,761.33	\$ 4,557.00		\$ 4,147.00
Roseville, City of	Admin. Asst.	Assoc. Engineer	Bldg. Insp. II	Buyer II	WW Plant. Chief Op.	Code Enf. Insp.	CSR II	Eng. Tech. II	Bldg. Maint. Wkr. II	n/a
Monthly Salary (top step)	\$ 4,287.93	\$ 7,100.91	\$ 5,549.14	\$ 5,081.47	\$ 8,711.80	\$ 5,214.17	\$ 3,895.00	\$ 4,769.96	\$ 4,726.40	
Stockton, City of	Secretary	Assoc. Civil Eng.	Comb. Insp.	Buyer II	n/a	Code Enf. Off. II	Revenue Asst. II	Eng. Tech. II	Craft Maint. Wkr II	Mechanic II (Heavy)
Monthly Salary (top step)	\$ 4,256.00	\$ 7,699.00	\$ 5,670.00	\$ 4,823.00		\$ 5,193.00	\$ 3,779.00	\$ 5,105.00	\$ 4,520.30	\$ 4,462.74
Tracy, City of	Admin. Asst. II	n/a			Sr. WW Treat. Pl. Op.	Code Enf. Officer	Acctg. Asst.		Bldg. MW	
Monthly Salary (top step)	\$ 4,254.08				\$ 5,169.84	\$ 5,239.72	\$ 4,273.00		\$ 4,467.00	
Turlock, City of	Sr. Secretary	Assoc. Civil Eng.	Bldg. Insp. II	Purchasing Coord.	Sr. WW Pl. Op.	n/a	Acct. Clerk	Eng. Tech. II	n/a	n/a
Monthly Salary (top step)	\$ 4,289.00	\$ 6,337.00	\$ 5,084.00	\$ 4,338.00	\$ 4,799.00		\$ 3,432.00	\$ 4,693.00		
Vacaville, City of	Secretary II	Assoc. Civil Eng.	Bldg. Insp.	Buyer I	Chief Plant Op.	Code Compl. Tech. II	Acct. Clerk	Eng. Tech. II	Fac. Maint. Coord.	n/a
Monthly Salary (top step)	\$ 3,484.38	\$ 8,910.20	\$ 5,859.39	\$ 4,349.08	\$ 6,690.13	\$ 4,520.47	\$ 3,820.60	\$ 4,650.64	\$ 4,388.84	
Visalia, City of	Sr. Admin. Asst.	Assoc. Engineer	Bldg. Insp.	n/a	n/a	Code Enf. Tech.	Acctg. Asst.	Eng. Tech.	n/a	Sr. Equip. Mech.
Monthly Salary (top step)	\$ 3,789.06	\$ 6,415.80	\$ 4,669.95			\$ 4,185.78	\$ 3,430.44	\$ 4,269.92		\$ 4,487.73
Woodland, City of	Admin. Secretary	n/a	Bldg. Insp. II	n/a	Chief Plant Op.	n/a	Finance Clerk II	n/a	n/a	Heavy Equip. Mech.
Monthly Salary (top step)	\$ 3,707.54		\$ 4,961.91		\$ 6,823.93		\$ 3,342.47			\$ 4,072.47
City of Lodi	Administrative Secretary	Assoc. Civil Engineer	Building Inspector II	Buyer	Chief WW Plant Operator	Community Improv. Off. II	CSR II	Eng. Tech. II	Facilities MW	Heavy Equipment Mechanic
Monthly Salary (top step)	\$ 4,029.20	\$ 6,860.20	\$ 5,105.66	\$ 4,649.56	\$ 5,911.68	\$ 4,862.53	\$ 3,344.98	\$ 5,154.18	\$ 3,942.37	\$ 4,304.69

Salary Survey - ALCE
2008

	Lab. Tech. II		Parks Supervisor		Police Records Clerk Supervisor		PW Inspector II		Streets Maintenance Worker III		WW Plant Op II		WW MW III		Utility Billing & Col. Sup.		IS Specialist
Chico, City of	Lab. Tech.		Field Supervisor		Comm./Rec. Sup.		Construction Insp.		Sr. Maint. Wkr		WW Treatment Pl. Op. II		Sr. MW				IS Specialist
Monthly Salary (top step)	\$ 5,076.93	<input checked="" type="checkbox"/>	\$ 5,702.67	<input checked="" type="checkbox"/>	\$ 5,031.87	<input checked="" type="checkbox"/>	\$ 5,553.60	<input checked="" type="checkbox"/>	\$ 4,395.73	<input checked="" type="checkbox"/>	\$ 5,076.93	<input checked="" type="checkbox"/>	\$ 4,395.73	<input checked="" type="checkbox"/>			\$ 5,234.67 <input checked="" type="checkbox"/>
Clovis, City of	n/a		n/a		n/a		Engineering Insp.		Sr. Maint. Wkr		n/a		Sr. MW				
Monthly Salary (top step)		<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>	\$ 5,312.00	<input checked="" type="checkbox"/>	\$ 4,381.00	<input checked="" type="checkbox"/>			\$ 4,381.00	<input checked="" type="checkbox"/>			
Davis, City of	WW Treat. Pl. Lab. Analyst		Parks Supervisor		Police Records Sup.		PW Inspector II		n/a		Water Treat. Pl. Op		Water System MW				
Monthly Salary (top step)	\$ 4,800.02	<input checked="" type="checkbox"/>	\$ 5,474.70	<input checked="" type="checkbox"/>	\$ 4,771.40	<input checked="" type="checkbox"/>	\$ 5,345.49	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	\$ 5,192.00		\$ 4,373.82	<input checked="" type="checkbox"/>			
Fairfield, City of	Water Lab. Tech		n/a		Lead Records Asst.		PW Inspector II		Utility Worker Sr.		Water Pl. Op. II		Util. Wkr. Sr.				
Monthly Salary (top step)	\$ 4,327.00	<input checked="" type="checkbox"/>			\$ 4,435.00	<input checked="" type="checkbox"/>	\$ 5,819.00	<input checked="" type="checkbox"/>	\$ 5,143.00	<input checked="" type="checkbox"/>	\$ 5,677.00		\$ 5,143.00	<input checked="" type="checkbox"/>			
Manteca, City of	Lab. Tech. II		Parks Ops. Sup.		Lead Police Rec. Clk.		Construction Insp. II		Street MW/Equip. Op III		WW II		WW MW II		n/a		
Monthly Salary (top step)	\$ 4,428.89	<input checked="" type="checkbox"/>	\$ 6,460.46	<input checked="" type="checkbox"/>	\$ 5,095.53	<input checked="" type="checkbox"/>	\$ 5,382.35	<input checked="" type="checkbox"/>	\$ 4,303.75	<input checked="" type="checkbox"/>	\$ 4,978.08		\$ 5,226.95	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Merced, City of	Lab. Tech. II		PW Supervisor - Parks		Police Records Coord.		Pub. Util. Inspector		Maint. Worker III		WW Treatment Pl. Op II		Water Sys. Tech.				
Monthly Salary (top step)	\$ 4,414.23	<input checked="" type="checkbox"/>	\$ 4,875.00	<input checked="" type="checkbox"/>	\$ 5,226.47	<input checked="" type="checkbox"/>	\$ 4,699.07	<input checked="" type="checkbox"/>	\$ 4,112.98	<input checked="" type="checkbox"/>	\$ 5,022.98		\$ 4,665.00	<input checked="" type="checkbox"/>			
Modesto, City of	Lab. Analyst II		O&M Supervisor		Police Civilian Sup.		Construction Insp.		Sr. Equip. Operator		WW Treatment Pl. Op II		Water Div. Crewleader		Cust. Svc. Sup.		
Monthly Salary (top step)	\$ 4,121.23	<input checked="" type="checkbox"/>	\$ 5,990.84	<input checked="" type="checkbox"/>	\$ 5,165.86	<input checked="" type="checkbox"/>	\$ 5,275.00	<input checked="" type="checkbox"/>	\$ 4,121.23	<input checked="" type="checkbox"/>	\$ 4,549.01		\$ 5,542.55	<input checked="" type="checkbox"/>	\$ 5,890.84	<input checked="" type="checkbox"/>	
Redding, City of	WW Lab Tech.		Working Sup. - Parks		Police Svcs. Sup.		PW Inspector		n/a		WW Plant Operator		Water Lead Wkr		Cust. Svc. Sup.		
Monthly Salary (top step)	\$ 4,455.00	<input checked="" type="checkbox"/>	\$ 4,449.00	<input checked="" type="checkbox"/>	\$ 4,813.00	<input checked="" type="checkbox"/>	\$ 4,805.00	<input checked="" type="checkbox"/>			\$ 4,635.00		\$ 3,940.00		\$ 5,281.00	<input checked="" type="checkbox"/>	
Roseville, City of	Lab. Tech. II		P&R Supervisor		Records Supervisor		Const. Insp. II		Sr. Maint Wkr		WW Treatment Pl. Op II		Sr. WW Ut. MW		CSR Lead Wkr		
Monthly Salary (top step)	\$ 4,521.20	<input checked="" type="checkbox"/>	\$ 6,691.60	<input checked="" type="checkbox"/>	\$ 4,757.02	<input checked="" type="checkbox"/>	\$ 5,286.63	<input checked="" type="checkbox"/>	\$ 4,771.23	<input checked="" type="checkbox"/>	\$ 4,686.17		\$ 5,429.54	<input checked="" type="checkbox"/>	\$ 4,710.22	<input checked="" type="checkbox"/>	
Stockton, City of	Laboratory Technician		Parks Sup.		Sup. Police Rec. Asst.		PW Inspector		n/a		Plant Operator/Journ.				Sup. Rev. Asst.		
Monthly Salary (top step)	\$ 4,439.00	<input checked="" type="checkbox"/>	\$ 4,935.00	<input checked="" type="checkbox"/>	\$ 5,240.00	<input checked="" type="checkbox"/>	\$ 5,670.00	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	\$ 4,737.00				\$ 5,209.00	<input checked="" type="checkbox"/>	
Tracy, City of	Lab Tech. II		Parks & Land. Sup.		Records supervisor		Const. Insp. II		Sr. Maint. Worker		WW Treatment Pl. Op		Sr. MW				
Monthly Salary (top step)	\$ 4,956.52		\$ 7,643.96	<input checked="" type="checkbox"/>	\$ 6,071.48	<input checked="" type="checkbox"/>	\$ 6,233.50	<input checked="" type="checkbox"/>	\$ 4,826.30	<input checked="" type="checkbox"/>	\$ 4,852.42		\$ 4,826.30	<input checked="" type="checkbox"/>			
Turlock, City of	Lab. Analyst II		Pub. Maint. Svcs Sup.		Police Rec Su		PW Const. Insp.		n/a		WW Plant Op II		Util. MW Sr.		n/a		
Monthly Salary (top step)	\$ 4,807.00	<input checked="" type="checkbox"/>	\$ 5,961.00	<input checked="" type="checkbox"/>			\$ 5,565.00	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	\$ 4,764.00		\$ 4,647.00	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Vacaville, City of	Lab. Analyst II		Pub. Works Sup.-Parks		Records Supervisor		PW Const. Insp.		Maint. Worker III		WW Plant Op II		MW Lead - Field				
Monthly Salary (top step)	\$ 5,625.62	<input checked="" type="checkbox"/>	\$ 6,904.30	<input checked="" type="checkbox"/>	\$ 6,735.90	<input checked="" type="checkbox"/>	\$ 6,152.40	<input checked="" type="checkbox"/>	\$ 4,722.84	<input checked="" type="checkbox"/>	\$ 5,482.18		\$ 5,206.93	<input checked="" type="checkbox"/>			
Visalia, City of	Lab. Tech.		Park Maint. Sup.		Police Rec. Sup.		PW Inspector		n/a		WW Treatment Pl. Op II		Sr. WW MW				
Monthly Salary (top step)	\$ 4,185.78	<input checked="" type="checkbox"/>	\$ 5,052.87	<input checked="" type="checkbox"/>	\$ 5,002.84	<input checked="" type="checkbox"/>	\$ 4,269.92	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	\$ 3,904.16		\$ 3,904.16	<input checked="" type="checkbox"/>			
Woodland, City of	Lab. Tech. II		Park Supervisor		Police Records Mgr.		n/a		n/a		Water Pollution Op. II		Util. MW III		Finance Sup.		
Monthly Salary (top step)	\$ 4,278.64	<input checked="" type="checkbox"/>	\$ 4,722.82	<input checked="" type="checkbox"/>	\$ 5,073.97	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	\$ 4,385.60		\$ 4,072.47	<input checked="" type="checkbox"/>	\$ 5,085.96	<input checked="" type="checkbox"/>	
City of Lodi	Lab. Tech. II		Parks Supervisor		Police Records Clerk Supervisor		PW Inspector II		Streets Maintenance Worker III		WW Plant Op II		WW MW III		Utility Billing & Col. Sup.		IS Specialist
Monthly Salary (top step)	\$ 4,288.79		\$ 4,987.31		\$ 3,802.73		\$ 5,105.66		\$ 4,130.91		\$ 4,671.44		\$4,130.91		\$4,859.00		\$ 4,596.96

Salary Survey - ALCE
2008

Chico, City of
Monthly Salary (top step)

Clovis, City of
Monthly Salary (top step)

Davis, City of
Monthly Salary (top step)

Fairfield, City of
Monthly Salary (top step)

Manteca, City of
Monthly Salary (top step)

Merced, City of
Monthly Salary (top step)

Modesto, City of
Monthly Salary (top step)

Redding, City of
Monthly Salary (top step)

Roseville, City of
Monthly Salary (top step)

Stockton, City of
Monthly Salary (top step)

Tracy, City of
Monthly Salary (top step)

Turlock, City of
Monthly Salary (top step)

Vacaville, City of
Monthly Salary (top step)

Visalia, City of
Monthly Salary (top step)

Woodland, City of
Monthly Salary (top step)

City of Lodi
Monthly Salary (top step)

SALARY SURVEY - ALCE
2008

ASSOCIATION OF LODI CITY EMPLOYEES

Salary Survey

Admin Secretary		Associate Civil Engineer		Building Inspector II		Buyer		Chief WW Plant Operator		Community Imp Off II		Customer Service Rep II	
Chico, City of	4,127	Chico, City of	5,971	Chico, City of	5,831	Chico, City of		Chico, City of		Chico, City of	5,554	Chico, City of	3,543
Clovis, City of		Clovis, City of	7,997	Clovis, City of	5,330	Clovis, City of		Clovis, City of		Clovis, City of	5,330	Clovis, City of	3,476
Davis, City of		Davis, City of	6,732	Davis, City of	5,091	Davis, City of		Davis, City of	5,712	Davis, City of	5,091	Davis, City of	3,313
Fairfield, City of	5,143	Fairfield, City of	7,826	Fairfield, City of	6,423	Fairfield, City of		Fairfield, City of	6,917	Fairfield, City of	4,776	Fairfield, City of	3,062
Manteca, City of	4,521	Manteca, City of	7,481	Manteca, City of	5,382	Manteca, City of		Manteca, City of	8,044	Manteca, City of	5,351	Manteca, City of	3,826
Merced, City of	3,900	Merced, City of	6,769	Merced, City of	5,081	Merced, City of	5,163	Merced, City of		Merced, City of	4,397	Merced, City of	
Modesto, City of		Modesto, City of	7,860	Modesto, City of	5,543	Modesto, City of	4,917	Modesto, City of	7,299	Modesto, City of	4,021	Modesto, City of	3,300
Redding, City of	3,756	Redding, City of	7,209	Redding, City of	4,455	Redding, City of	4,524	Redding, City of	5,049	Redding, City of		Redding, City of	3,761
Roseville, City of	4,288	Roseville, City of	7,101	Roseville, City of	5,549	Roseville, City of	5,081	Roseville, City of	8,712	Roseville, City of	5,214	Roseville, City of	3,895
Stockton, City of	4,256	Stockton, City of	7,699	Stockton, City of	5,670	Stockton, City of	4,823	Stockton, City of		Stockton, City of	5,193	Stockton, City of	3,779
Tracy, City of	4,254	Tracy, City of		Tracy, City of		Tracy, City of		Tracy, City of	5,170	Tracy, City of	5,240	Tracy, City of	4,273
Turlock, City of	4,289	Turlock, City of	6,337	Turlock, City of	5,084	Turlock, City of	4,338	Turlock, City of	4,799	Turlock, City of		Turlock, City of	3,432
Vacaville, City of	3,484	Vacaville, City of	8,910	Vacaville, City of	5,859	Vacaville, City of	4,349	Vacaville, City of	6,690	Vacaville, City of	4,520	Vacaville, City of	3,821
Visalia, City of	3,789	Visalia, City of	6,416	Visalia, City of	4,670	Visalia, City of		Visalia, City of		Visalia, City of	4,186	Visalia, City of	3,430
Woodland, City of	3,708	Woodland, City of		Woodland, City of	4,962	Woodland, City of		Woodland, City of	6,824	Woodland, City of		Woodland, City of	3,342

Median	4,191	7,209	5,356	4,823	6,757	5,142	3,509
Mean	4,126	7,255	5,352	4,742	6,522	4,906	3,590
High	5,143	8,910	6,423	5,163	8,712	5,554	4,273
Low	3,484	5,971	4,455	4,338	4,799	4,021	3,062

Lodi	4,029	6,860	5,106	4,650	5,912	4,863	3,345
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	Differences	Differences	Differences	Differences	Differences	Differences	Differences
Lodi compared to Median	-4.01%	-5.08%	-4.91%	-3.73%	-14.29%	-5.75%	-4.92%

Lodi Compared to median -4.99%

Lodi Compared to median -5.06% (This figure includes the Police Records Clerk)

ASSOCIATION OF LODI CITY EMPLOYEES

Salary Survey

Eng. Tech. II		Facilities Maintenance Worker		Heavy Equipment Mechanic		Lab. Tech. II		Park Supervisor		Police Records Clerk Sup.		Public Works Inspector II	
Chico, City of	4,652	Chico, City of		Chico, City of	4,020	Chico, City of	5,077	Chico, City of	5,703	Chico, City of	5,032	Chico, City of	5,554
Clovis, City of	4,348	Clovis, City of	4,780	Clovis, City of	4,858	Clovis, City of		Clovis, City of		Clovis, City of		Clovis, City of	5,312
Davis, City of	4,261	Davis, City of	4,310	Davis, City of	4,651	Davis, City of	4,800	Davis, City of	5,475	Davis, City of	4,771	Davis, City of	5,345
Fairfield, City of	5,539	Fairfield, City of	4,221	Fairfield, City of	5,404	Fairfield, City of	4,327	Fairfield, City of		Fairfield, City of	4,435	Fairfield, City of	5,819
Manteca, City of	4,879	Manteca, City of	4,520	Manteca, City of	4,625	Manteca, City of	4,429	Manteca, City of	6,460	Manteca, City of	5,096	Manteca, City of	5,382
Merced, City of	4,156	Merced, City of	3,780	Merced, City of	4,068	Merced, City of	4,414	Merced, City of	4,875	Merced, City of	5,226	Merced, City of	4,699
Modesto, City of	4,438	Modesto, City of	4,021	Modesto, City of	4,549	Modesto, City of	4,121	Modesto, City of	5,991	Modesto, City of	5,166	Modesto, City of	5,275
Redding, City of	4,557	Redding, City of		Redding, City of	4,147	Redding, City of	4,455	Redding, City of	4,449	Redding, City of	4,813	Redding, City of	4,805
Roseville, City of	4,770	Roseville, City of	4,726	Roseville, City of		Roseville, City of	4,521	Roseville, City of	6,692	Roseville, City of	4,757	Roseville, City of	5,287
Stockton, City of	5,105	Stockton, City of	4,520	Stockton, City of	4,463	Stockton, City of	4,439	Stockton, City of	4,935	Stockton, City of	5,240	Stockton, City of	5,670
Tracy, City of		Tracy, City of	4,467	Tracy, City of		Tracy, City of	4,957	Tracy, City of	7,644	Tracy, City of	6,071	Tracy, City of	6,234
Turlock, City of	4,693	Turlock, City of		Turlock, City of		Turlock, City of	4,807	Turlock, City of	5,961	Turlock, City of	4,601	Turlock, City of	5,565
Vacaville, City of	4,651	Vacaville, City of	4,389	Vacaville, City of		Vacaville, City of	5,626	Vacaville, City of	6,904	Vacaville, City of	6,736	Vacaville, City of	6,152
Visalia, City of	4,270	Visalia, City of		Visalia, City of	4,488	Visalia, City of	4,186	Visalia, City of	5,053	Visalia, City of	5,003	Visalia, City of	4,270
Woodland, City of		Woodland, City of		Woodland, City of	4,072	Woodland, City of	4,279	Woodland, City of	4,723	Woodland, City of	5,074	Woodland, City of	
	4,651		4,428		4,488		4,447		5,703		5,053		5,364
	4,640		4,373		4,486		4,603		5,759		5,144		5,383
	5,539		4,780		5,404		5,626		7,644		6,736		6,234
	4,156		3,780		4,020		4,121		4,449		4,435		4,270
5,154		3,942		4,305		4,289		4,987		3,803		5,106	
<u>Differences</u>		<u>Differences</u>		<u>Differences</u>		<u>Differences</u>		<u>Differences</u>		<u>Differences</u>		<u>Differences</u>	
9.77%		-12.32%		-4.25%		-3.69%		-14.34%		-32.88%		-5.06%	

Salary Survey

Street Maint Worker III		WW Plant Operator II		WW MW III		Utility Billing & Col. Sup.		IS Specialist	
Chico, City of	4,396	Chico, City of	5,077	Chico, City of	4,396	Chico, City of		Chico, City of	5,235
Clovis, City of	4,381	Clovis, City of		Clovis, City of	4,381	Clovis, City of		Clovis, City of	
Davis, City of		Davis, City of	5,192	Davis, City of	4,374	Davis, City of		Davis, City of	
Fairfield, City of	5,143	Fairfield, City of	5,677	Fairfield, City of	5,143	Fairfield, City of		Fairfield, City of	
Manteca, City of	4,304	Manteca, City of	4,978	Manteca, City of	5,227	Manteca, City of		Manteca, City of	
Merced, City of	4,113	Merced, City of	5,023	Merced, City of	4,665	Merced, City of		Merced, City of	
Modesto, City of	4,121	Modesto, City of	4,549	Modesto, City of	5,543	Modesto, City of	5,891	Modesto, City of	
Redding, City of		Redding, City of	4,635	Redding, City of	3,940	Redding, City of	5,281	Redding, City of	
Roseville, City of	4,771	Roseville, City of	4,686	Roseville, City of	5,430	Roseville, City of	4,710	Roseville, City of	
Stockton, City of		Stockton, City of	4,737	Stockton, City of		Stockton, City of	5,209	Stockton, City of	
Tracy, City of	4,826	Tracy, City of	4,852	Tracy, City of	4,826	Tracy, City of		Tracy, City of	
Turlock, City of		Turlock, City of	4,764	Turlock, City of	4,647	Turlock, City of		Turlock, City of	
Vacaville, City of	4,723	Vacaville, City of	5,482	Vacaville, City of	5,207	Vacaville, City of		Vacaville, City of	
Visalia, City of		Visalia, City of	3,904	Visalia, City of	3,904	Visalia, City of		Visalia, City of	
Woodland, City of		Woodland, City of	4,386	Woodland, City of	4,072	Woodland, City of	5,086	Woodland, City of	
	4,396		4,808		4,656		5,209		5,235
	4,531		4,853		4,697		5,235		5,235
	5,143		5,677		5,543		5,891		5,235
	4,113		3,904		3,904		4,710		5,235
	4,131		4,671		4,131		4,859		4,597
Differences		Differences		Differences		Differences		Differences	
-6.41%		-2.93%		-12.71%		-7.20%		-13.87%	

Theses shaded columns are not included in the overall calculation.
They will be discussed separately.